

NORTH AMERICA'S LARGEST GLASS PRODUCER SHOWS SUCCESS WITH SUSTAINABLE TRAINING PROGRAM

ABOUT VITRO FLAT GLASS. Vitro Architectural Glass is North America's largest glass producer. Dedicated to glass innovation, they are fueled by the same people, plants and products that made PPG Glass one of the industry's most respected and reliable commercial glass manufacturers. According to a recent study conducted by Dodge Data Analytics, Vitro Glass products are the most commonly specified brand of commercial glass in the industry.

Now operating under a global company exclusively committed to growing its core glass business, architects can expect accelerated research and development efforts in addition to greater capacity in years to come. The Vitro Architectural Glass (formerly PPG Glass) plant in Salem, Oregon, is a glass-coating facility that applies energy-saving thin film coating to glass using an MSVD (magnetic-sputtered vacuum deposition) process.

THE CHALLENGE. Vitro connected with OMEP to build a better workforce development process in an effort to better attract and retain employees, as well as integrate new employees more efficiently. They desired to cut down on training costs and time to proficiency. Additionally, Vitro hoped to create sustainable internal on-the-job training for continued employee growth and develop their talent pipeline. Along with increasing employee engagement, Vitro wanted OMEP's assistance in driving improvement in their level of work quality; and productivity.

MEP CENTER'S ROLE. Vitro and OMEP worked together to create and implement a plan to attract and retain talent. Together they developed a more robust and structured onboarding process that provided development and integration guidance for new employees from day one. This new orientation approach helps employees understand Vitro's culture and performance values more quickly and allowed them to contribute to organizational success faster. OMEP partnered with Vitro to identify and upskill several trained employees to deliver the program. This program leveraged previously underutilized employees as internal technical experts. Along with the creation of career development pathways for both new and existing employees, over 65 job skill and knowledge modules, 21 job aids, and several troubleshooting guides were built to support and optimize the training process for multiple roles and jobs across the company.

"The more issues we looked into the more we saw that OMEP had tools and experience to help us eliminate, reduce or prevent the wastes that were overwhelming our organization. After perseverance/ discipline to the tools / system, we reduced our downtime from almost 40% to under 30%. Yield increased from 85% to over 90%, saving us hundreds of thousands of dollars and allowing us to be a reliable supplier to our customers. "

-Joe Terns, Plant Manager

RESULTS



\$185,000 saved in training costs and tracking systems



\$96,000 saved by process improvements and downtime reduction



\$66,200 saved in training time

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